

KYW, WBEB, WIP-FM, WOGL, WPHI-FM, WPHT, WTDY-FM
EEO PUBLIC FILE REPORT
April 1, 2025 - March 31, 2026

AUDACY IS AN EQUAL OPPORTUNITY EMPLOYER.

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I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Account Executive	1-7, 10, 12, 14	12
On Air Personality WBEB	1-5, 7, 9, 12-14	9
Sales Associate	1-10, 12	12
Sales Associate	1-10, 12	10
Sales Associate	1-10, 12	9
Sales Associate	1-7, 11-12	12
Sales Associate	1-7, 11-12	11

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

a. Agencies Notified by Outreach

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Audacy, Inc. Career Site 2400 Market Street Philadelphia, Pennsylvania 19103 Url : https://audacyinc.com/careers/ Careers Page Manual Posting	N	0
2	Bancroft Capital - Careers for Vets 501 Office Center Drive Suite 130 Fort Washington, Pennsylvania 19034 Phone : 484 546-8000 Email : jnolen@bancroft4vets.com Jimmy Nolen	N	0
3	Direct Employers Association 9002 N. Purdue Rd. Suite 100 Indianapolis, Indiana 46268 Phone : 866-268-6206 Url : http://directemployers.org/contactus Diversity Outreach Manual Posting	N	0
4	Klein College of Media & Communications - Temple University Annenberg Hall 2020 N 13th St Philadelphia, Pennsylvania 19122 Phone : 215 204-6501 Email : luanncahn@temple.edu Lu Ann Cahn	N	0
5	Temple University - Lew Klein College of Media and Communications 2020 N 13th St Philadelphia, Pennsylvania 19122 Phone : 215-204-8422 Email : Kleincareers@temple.edu Career Center	N	0
6	Urban League of Philadelphia Two Penn Center Suite 1910 Philadelphia, Pennsylvania 19102 Phone : 267 928 1205 Email : cwells@urbanleaguephila.org Charity Tucker	N	0

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a. Agencies Notified by Outreach

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	www.mediagignow.com 625 West Adams St. Suite 20-110 Chicago, Illinois 60661 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

b. Exemptions or Other Sources of Candidate Referral

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
8	Career Fair	N	1
9	Employee Referral	N	4
10	Indeed.com	N	3
11	Internal Hire	N	1
12	Linked In	N	15
13	On Air Recruitment Ad	N	1
14	Recruiter	N	3
TOTAL INTERVIEWS OVER REPORTING PERIOD:			28

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	Ongoing Event	Participation in other activities designed by the station employment unit	Audacy Philadelphia broadcasts over-the-air spot ads year-round on all of their stations, informing the public about careers in radio and our EEO practices.	2	SVP Market Manager Director Traffic Operations
2	Ongoing Event	Participation in other activities designed by the station employment unit	Audacy Philadelphia provides the link to Audacy's career site on their website giving listeners access to job opportunities.	1	SVP Market Manager
3	Ongoing Event	Participation in other activities designed by the station employment unit	<p>Audacy Philadelphia hosts WIP Student Shadow Sessions. Students from various high schools (Temple, LaSalle, and Villanova Universities, etc.) shadow the WIP Midday Show hosts, producer, Brand Manager, and Programming Coordinator and take a tour of Audacy Philadelphia.</p> <p>As part of the curriculum, students:</p> <ul style="list-style-type: none"> -Observed pre-show meeting -Sat in on live broadcast with Midday Show -Shadowed the show producer to understand the vital role a producer plays in making the show possible. 	6	Brand Manager Asst Brand Manager Programming Coordinator On Air Host
4	5/7/2025	Provision of training to management	Companywide management training was held to inform managers of Audacy's EEO and OFCCP hiring policies, rules, and record keeping requirements. Importance of diversity in the workplace and adherence to our EEO policies were reinforced, and managers were made aware of tools and help available to assist them in their hiring efforts.	3	Market Manager Brand Manager Sales Manager
5	5/14/2025	Participation in Job Fairs	Audacy participated in Full Sail University's Virtual Career Fair on May 14, 2025. Audacy's representative spoke to students from across the company about their background, interests, and current openings across multiple markets within the organization.	1	Talent Acquisition Specialist

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6	Ongoing Event	Establishment of training programs for station personnel	Audacy offers a Leadership Development Program designed for all managers and aspiring leaders ready to take their skills to the next level. This program equips our employees with the tools to influence, communicate, and lead with impact, preparing them for future leadership opportunities. During the program our employees: Develop the skills to drive change, build trust, and lead with confidence. Sharpen their ability to deliver clear, compelling messages that engage, persuade, and leave a lasting impression. Discover how to empower their team, nurture talent, and create a culture of success.	2	Market Manager Regional HR Director
7	7/9/2025	Participation in events sponsored by organizations representing the community	Twenty-five high school students and members of Girls, Inc. toured Audacy Philadelphia.	2	SVP/Market Manager Office Manager
8	7/15/2025	Participation in other activities designed by the station employment unit	Audacy's Talent Acquisition and Communications Teams recently hosted 36 Fellows from the IRTS Foundation's Fellowship Program at one of our major markets. The Fellows reside across the country. The visit provided an in-depth look at Audacy and the industry through a panel discussion, Q&A session, and station tour, offering Fellows the chance to observe live production, interact with On-Air Talent, and receive career and job-seeking guidance.	4	Sr. Director Communications Manager Communications Director of Talent Acquisition Brand Manager
9	Ongoing Event	Participation in job banks, internet programs and other programs designed to promote outreach	Each vacancy at the Employment Unit, including upper-level category openings, is posted on the sites of organizations that are members of the Direct Employers Association Job Syndication Alliance. Members of the Alliance include the participation of women and minorities, veterans, and military families, government agencies, as well as other job candidates that might not be aware of employment opportunities in broadcasting.	1	Director, Talent Acquisition

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10	9/5/2025	Participation in events or programs sponsored by educational institutions	KYW Newsradio's assistant brand manager participated in Temple University, Klein College Career Services, program called Employer Friday.	1	Asst Brand Manager
11	9/19/2025	Participation in events or programs sponsored by educational institutions	KYW Brand Manager participated in Muhlenberg College's Connections Conference. This conference brought together recruiters, hiring managers, and working alumni with students for a networking-focused event to facilitate connections and to share career opportunities.	1	Brand Manager
12	Ongoing Event	Establishment of an intern program designed to assist members of the community	Audacy Philadelphia KYW Newsradio has given high school students the opportunity to learn about the inner workings of a major market radio station with the Newstudies student reporter program since 1968. Over the course of four Saturdays every year, students will learn reporting, news writing, editing, ethics and interviewing skills from KYW Newsradio managers, editors, and reporters. At the end of the Newstudies program there is a graduation ceremony. To graduate from the program, students must research, write, and record a news report about something in their school or community. The student's report will air on KYW Newsradio and a digital version of the report will be posted online.	4	Brand Manager Asst. Brand Manager News Operations Manager General Sales Manager
13	10/17/2025	Participation in events or programs sponsored by educational institutions	Audacy participated in the Fall 2025 Virtual Communications, Journalism, and Media Career Fair hosted by Syracuse University. Representatives spoke to students regarding multiple divisions of the organization, including sales, programming, marketing, and more.	2	Talent Acquisition Specialist Talent Acquisition Specialist

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14	10/22/2025	Participation in events or programs sponsored by educational institutions	Audacy Philadelphia attended a session for Klein College students, offering essential preparation tips for the virtual career fair on October 24, 2025. The presentation covered best practices for interviewing, as well as strategies for researching and applying for career opportunities at Audacy.	1	HR Generalist
15	10/23/2025	Participation in Job Fairs	Audacy's Director of Talent Acquisition and a station representative attended the National Association of Broadcasters Leadership Foundation Career Fair at the NAB Show and connected with candidates from across the country regarding opportunities at Audacy.	2	Director of Talent Acquisition Executive Producer
16	10/24/2025	Participation in Job Fairs	Audacy's Talent Acquisition Representative and HR Generalist participated in the CBI National Student Media Convention and Career Fair speaking with undergrad and grad students from across the country regarding open opportunities at Audacy.	2	Talent Acquisition HR Generalist
17	10/29/2025	Participation in events sponsored by organizations representing the community	Audacy Philadelphia's engineer served as a panelist at the NAB Leadership Foundation & Society of Hispanic Professional Engineers, discussing Audacy and careers in broadcast media.	1	Technical Engineer
18	11/6/2025	Participation in events or programs sponsored by educational institutions	Audacy Philadelphia's General Sales Manager presented to the Drexel University Westphal College Legacy Media and Publishing class on how to use data-driven solutions and analytics to create effective digital marketing and advertising campaigns.	1	General Sales Manager, Digital
19	11/7/2025	Participation in Job Fairs	Audacy's Director of Talent Acquisition attended the IRTS workshop and career fair and connected with undergrad, recent grads, and graduate students across the country regarding opportunities at Audacy.	1	Director of Talent Acquisition

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20	11/20/2025	Participation in other activities designed by the station employment unit	Audacy Philadelphia welcomed students from Drexel University's Westphal College of Media Arts & Design for an on-site tour of our office and stations, providing a valuable opportunity for the students to network with Audacy's on-air and sales teams and gain insight on the numerous career opportunities within the broadcast industry, specifically here at Audacy.	1	General Sales Manager, Digital
21	12/10/2025	Participation in Job Fairs	Members from Audacy's Talent Acquisition Team participated in the Hiring Our Heroes virtual career fair where they connected with veterans, active military, and spouses or veterans and active military from across the country. Interviews were conducted and candidates were matched to open jobs to proceed with the interview process.	3	Director, Talent Acquisition Talent Acquisition Specialist Talent Acquisition Specialist
22	2/4/2026	Participation in other activities designed by the station employment unit	Audacy Philadelphia recently hosted a career session and station tour for 14 students from Klein College, accompanied by their professor and former KYW Program Director, Steve Butler. The event was organized by the KYW Assistant Brand Manager, tom Rickert.	1	Asst. Brand Manager
23	2/11/2026	Participation in Job Fairs	Audacy's Talent Acquisition Team attended the University of Texas Austin career fair, speaking with students from across the country about Audacy and opportunities across all markets from sales, production, programming, marketing, engineering/tech, revenue and various corporate central jobs.	1	Talent Acquisition Specialist

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24	2/20/2026	Participation in events sponsored by organizations representing the community	Audacy's programming and production leadership team represented Audacy at the annual IBS National College Radio Conference, held at the Sheraton Times Square in New York City. Skip, Andre Yancy, and Shelley Wade spoke directly with students, sharing industry insights and career perspectives with the next generation of media professionals. Also included on panels at the event were Audacy experts Rob Miller, Mindy Hoffman, Heather Bermudez, John Foxx, Dave Stewart, Jodi Vale, Kristie Keleshian, and Ryan Hurley.	4	Brand Manager Assistant Brand Manager on air personality Brand Manager
25	2/27/2026	Participation in Job Fairs	Audacy's Talent Acquisition Recruiters attended the Penn State Career Fair, speaking with students from across the country about Audacy and opportunities across all markets from sales, production, engineering/tech, and revenue and corporate central jobs.	3	Talent Acquisition Specialist Talent Acquisition Specialist engineer
26	3/12/2026	Participation in Job Fairs	Audacy participated in the Employ NV Career Fair to help promote career opportunities at Audacy.	1	Promotions Director
27	3/16/2026	Participation in events or programs sponsored by educational institutions	Audacy representatives spoke to a Senior Seminar class at Temple University's Klein College of Media and Communication in Philadelphia about career fair preparation. They discussed Audacy's connection to Klein, shared interview and career fair advice, and highlighted opportunities at Audacy to help students stand out in their job search	1	Regional HR Director
28	3/20/2026	Participation in Job Fairs	Audacy Philadelphia participated in Temple University's Klein College Internship and Job Fair.	3	HR Gneralist Talent Acquisition Specialist Talent Acquisition Specialist

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29	3/25/2026	Participation in Job Fairs	Audacy's Director and Manager of Talent Acquisition attended the Syracuse University career fair, speaking with students from across the country about Audacy and opportunities across all markets from sales, production, programming, marketing, engineering/tech, revenue and various corporate central jobs.	2	Director, Talent Acquisition Manager, Talent Acquisition